

To All Retained and Furloughed Employees of Laura Ashley Limited, Texplan Manufacturing Limited, Premier Home Logistics Limited (“the Companies”) - together in Administration

Frequently Asked Questions

Following the recent announcements this frequently asked questions document has been produced to provide you with as much information in the time period available.

Questions?	Answers
What does a sale of the brand mean?	The sale of the brand means that the right to use the Laura Ashley name both in the UK and Internationally has been sold.
Who is the buyer	Gordon Brothers www.gordonbrothers.com
What is the difference between a sale of the brand and a going concern sale?	As a described above, ownership of the brand gives Gordon Brothers the right to use the Laura Ashley name. Gordon Brothers has not acquired any of the stores or manufacturing and logistics operations in the UK or ROI. They do, however, now have first refusal on these operational elements of the business on a “going concern sale”.
Who is my employer? Have I transferred to Gordon Brothers?	No. You continue to be an employee of the company that employs you under the terms and conditions of your existing employment contract. The Transfer of Undertakings (Protection of Employment) Regulations (TUPE) do not apply to the sale of the brand and, therefore, employees do not transfer to Gordon Brothers as a result of the sale of the brand.
What does this mean for my role?	There are no changes to your role at present. If you are furloughed, you will remain furloughed unless requested by the administrators to return to work. You must not do any work for your employer during the furlough period. If you are currently working you should continue to do so. If you have any concerns please email the employee inbox on uk_lauraashley_employees@pwc.com
When will we know if there is going to be a going concern sale?	It is important that we explore all options for a going concern sale, both with Gordon Brothers and other alternatives, including support from the Welsh Government for the Welsh operations. At least one interested party is currently undertaking due diligence and we hope to have clarity on whether a going concern sale to a buyer is possible in the next few weeks. However, some of the alternative options may take longer. We will continue to update you and will let you know as soon as we have any additional news to share.

What happens to my job if the business which I work in is sold?

Depending on what a buyer acquires, your employment could transfer to a new employer. There is legislation to protect your employment rights. This is known as TUPE. You will be kept fully informed and notified if a buyer is found and whether TUPE applies.

What happens if there is no going concern sale of my part of the business or at all?

Regardless of whether a going concern sale is achieved there will be a requirement from the Administrators to temporarily re-open all stores. This will be needed to sell any stock we hold which is not acquired by a purchaser. This can, of course, only happen once Government lockdown restrictions are lifted regarding COVID-19.

In the event that a going concern sale is not achieved, it is likely that a large number of roles will be redundant. Should this happen we will contact all affected employees at that point in time.

If there is a going concern sale which does not include all stores or all operations, then it is also possible that certain roles will be redundant. Although we would still expect all stores to re-open temporarily to sell stock they hold, even those which are not included in the sale or we had previously communicated would close permanently. As soon as an update is available on the potential going concern sale, we will ensure we communicate with all affected employees.

Will I continue to get paid while you are looking for a buyer?

Your April wages and salaries will be paid on your normal pay date. How much you receive will depend on whether you are furloughed or not. If you are furloughed your pay will be calculated in line with the Government's Coronavirus Job Retention Scheme.

For all staff still working, your pay will be calculated in the normal way.

All staff will be paid for overtime worked during March (both before and after the appointment of administrators) in their April pay in the normal way.

While you remain an employee of the Companies, unless you are told otherwise, you will continue to get paid either furlough pay or normal pay depending on your circumstances.

Robert Nicholas Lewis, Zelf Hussain and Rachael Maria Wilkinson were appointed as joint administrators of Laura Ashley Holdings plc, Laura Ashley Limited, Laura Ashley Investments Limited, Texplan Manufacturing Limited and Premier Home Logistics Limited

to manage their affairs, business and property as their agents and without personal liability. Robert Nicholas Lewis and Zelf Hussain were appointed on 23 March 2020 and Rachael Maria Wilkinson was appointed on 17 April 2020. They are licensed in the United Kingdom to act as insolvency practitioners by the Institute of Chartered Accountants in England and Wales.

The joint administrators are bound by the Insolvency Code of Ethics which can be found at:

<https://www.gov.uk/government/publications/insolvency-practitioner-code-of-ethics>.

The joint administrators may act as controllers of personal data as defined by the UK data protection law depending upon the specific processing activities undertaken. PricewaterhouseCoopers LLP may act as a processor on the instructions of the joint administrators. Personal data will be kept secure and processed only for matters relating to the joint administrators' appointment. Further details are available in the privacy statement on the [PwC.co.uk](https://www.pwc.co.uk) website or by contacting the joint administrators.